ANG Enlisted Force Development (EFD)

EFD Vision

Enables deliberate career opportunities and professional maturity, capitalizing on our unique military and civilian experiences, resulting in seamless integration into the Total Force.

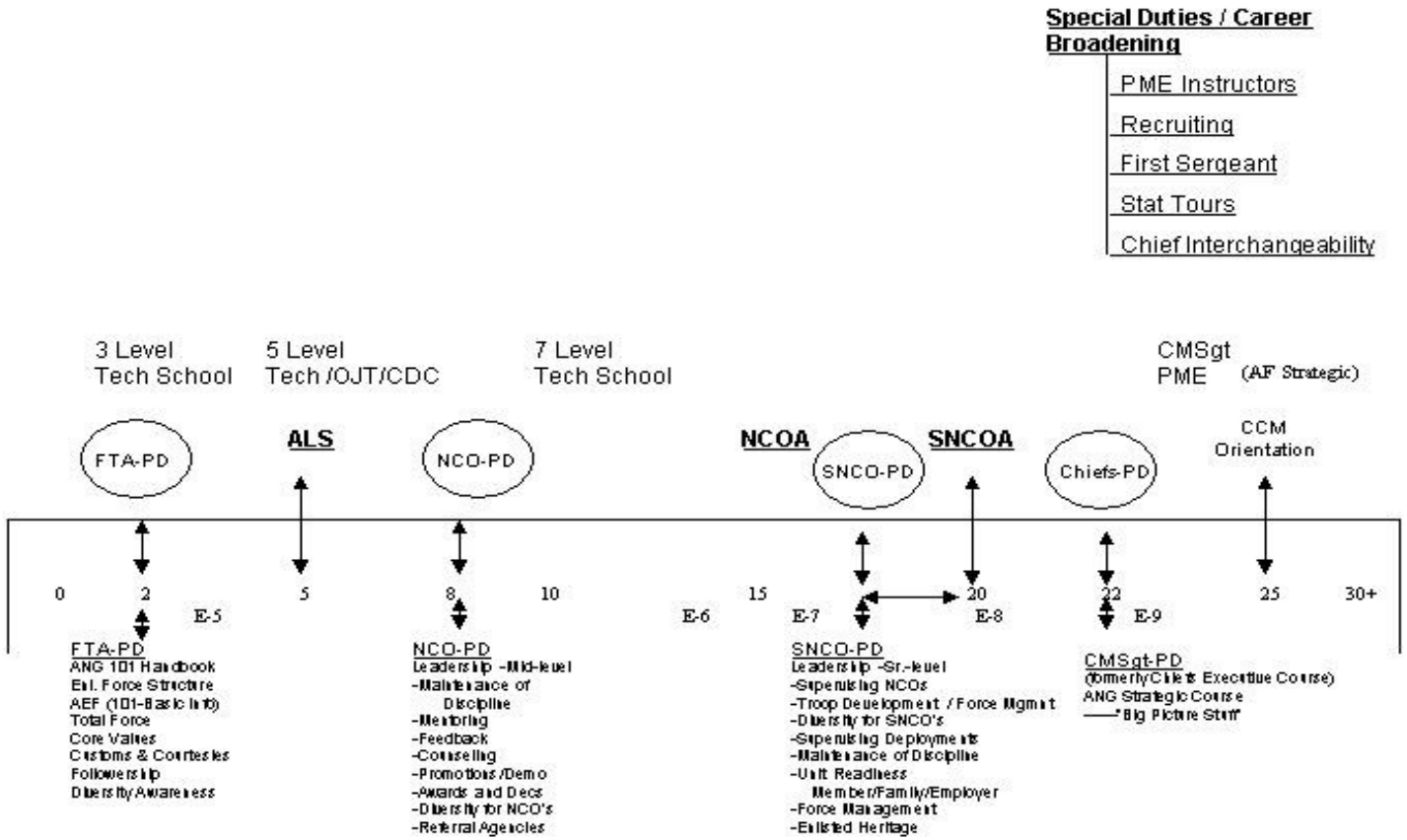
Why EFD?

- **AFI 36-2618, 4.1: NCO's must consider the professional development of the subordinates as a primary responsibility.**
- **People don't care how much you know until they know how much you care – John C. Maxwell**
- **AFI 36-2618, 4.3: NCO's must take an active role in the development (mentoring) and assistance of their subordinates.**
- **You've got to love your people more than your position – John C. Maxwell**

Why EFD-Continued

- **Answers an AF Strategic Goal: The right person at the right place at the right time**
- **Ensures Vanguard goal: Ready, Reliable, and Relevant**
- **Allows us to ensure our people are better prepared at the different stages of their career than we were.**
- **Capitalizes on the civilian and cultural experiences we cherish while building the military strength the Total Force requires.**

ANG EFD Process



Who Does What?

- **Responsibility for formal personnel development resides with NGB, States, and Wings**
- **Responsibility for continuous personnel development belongs to every NCO**
- **IPT provides the development process and coordination effort**
- **Every supervisor is a key player; Every Chief is a cornerstone**

EFD Timeline

CY 2004

October
IPT Established

→

January
Vision/Timeline
Brief Title 10 Chief's

→

April
Brief EFAC
Call for Existing FTA Programs

→

August
IPT-Reviews FTA Inputs

→

December
FTA Program Benchmarks
Delivered to the Field

EFD Timeline

CY 2005

January
FTA Implemented
ANG Wide

→

February
Call for
NCO Program
Inputs

→

April
Call for SNCO
Program Inputs

→

May
IPT-Reviews
NCO Inputs

→

August
IPT-Reviews
SNCO Inputs

→

November
NCO Implemented
ANG Wide

→

December
SNCO Implemented
ANG Wide

YOUR GUARDIANS OF FREEDOM
Ready Reliable Relevant
AIR NATIONAL GUARD
AIR NATIONAL GUARD
"Now More Than Ever!"